



# U.S. SENATOR PATTY MURRAY WASHINGTON

## COMMITTEES

Appropriations  
Budget  
Health, Education, Labor & Pensions  
Rules and Administration  
Veterans' Affairs

Date: 2/11/15

To: DOU Congressional

Fax Number: (b)(6)(b)(7)(c)

From: Ed O'Neill—Deputy State Director

Number of Pages (including cover sheet):

*Please review. Thank you*

This message is intended only for the use of the individual or entity to which it is addressed and may contain information that is privileged, confidential and exempt from disclosure under applicable law.

2988 Jackson Federal Building  
915 Second Avenue  
Seattle, WA 98174  
Phone: (206) 553-5545  
Fax: (206) 553-0891

**PATTY MURRAY**  
WASHINGTON

## United States Senate

WASHINGTON, DC 20510-4704

COMMITTEES:  
APPROPRIATIONS  
BUDGET  
HEALTH, EDUCATION, LABOR,  
AND PENSIONS  
RULES AND ADMINISTRATION  
VETERANS' AFFAIRS

February 5, 2015

Rear Admiral Craig Faller  
Chief of Legislative Affairs  
Department of the Navy  
1300 Navy Pentagon  
Washington, D.C. 20350

Dear Rear Admiral Faller,

Enclosed are copies of correspondence I received from my constituent, Mr. George Karl III, regarding the difficulties a number of employees have been experiencing with the Department of Navy. They are employed at Naval Base Kitsap. I am concerned about the numerous issues and trends they bring up in the attached correspondence.

I would appreciate your looking into this matter and reporting your findings to Ed O'Neill in my Seattle office at (206) 553-5545, by fax at (206) 553-0891 or email at [casework@murray.senate.gov](mailto:casework@murray.senate.gov).

Thank you for your time and consideration regarding this matter.

Sincerely,



Patty Murray  
United States Senator

PMleo

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PATTY MURRAY  
WASHINGTON

# United States Senate

WASHINGTON, DC 20510-4704

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PLEASE DESCRIBE THE SITUATION YOU ARE REQUESTING ASSISTANCE WITH  
If needed, please attach additional explanation on another sheet (typed or clearly handwritten).

See attached sheet.

FULL NAME (Mr. / Mrs. / Ms. / other) Mr. George Fenton Karl III  
Date of Birth (only if requested):        /        /        Social Security Number: 436 06 0324  
Address PO box 2921 Apt. or suite#         
City Poulsbo State WA Zip Code 98370  
Telephone: 360-710-0691 (Primary) 360-396-4710 (Secondary) Email: george.karl@live.com

Have you contacted another congressional office? If so, please specify which office(s):

Yes, Derek Kilmer (non-responsive)

Claim Numbers (complete if requested; please specify agency):

Do you have a third party representing you (e.g. lawyer, translator)? Please provide their name and contact info:

Not yet

I / We hereby request the assistance of the Office of United States Senator Patty Murray in resolving the matter described above and authorize Senator Murray and her staff to receive any information they may need in order to provide assistance.

Date: 12/11/2014 Signed: KARL.GEORGE.FENTON Digitally signed by  
KARL.GEORGE.FENTON/LL1190988160  
DN: cn=Karl George Fenton, o=US Government, email=karl.gf@sen.gov

Date:        Signed: ON.III.1190988160 DN: cn=Karl George Fenton, o=US Government, email=karl.gf@sen.gov  
Date: 2014.12.11 10:17:28 -08'00'

(Spouse/beneficiary or representative's signature required if information is also in spouse/representative/beneficiary's name)

You may submit this form electronically by sending it to: [casework@murray.senate.gov](mailto:casework@murray.senate.gov)

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The Honorable Patty Murray  
United State Senate  
Washington, DC 20510

Dear Senator Murray:

After discussions with your representative, (b)(6)(b)(7)(c) it was recommended we try to gather all complaints and concerns into one letter with all affected parties signing it. This is that initial attempt. Each of our stories are different, some have a combination of complaints, some have only one complaint but overall you should know there is an atmosphere or "culture" of abuse to employees, hostile work environment, discrimination, sexual harassment, favoritism, etc. with absolutely NO regard to addressing any of our grievances or complaints at any command level. Overall, the common and most prevalent issues are Sexual Harassment/retaliation/reprisal/hostile work environment. We've reached the end of our "chain of command" attempts and now request help from the outside.

We have at least 14 Federal Civil Servants, Veterans and Disabled Veterans with complaints. Our complaints are ongoing and cover a timeframe from approximately 2005 to present. The following list (in no particular order) is not all inclusive but is meant to demonstrate the ongoing conditions we are currently working under.

- Hostile Work Environment
- Harassment/Bullying
- Sexual Harassment to include physical contact and groping
- ADA violations/Title VII violations
- EEOC violations
- PII Violations
- Conduct Unbecoming an Officer
- Physical Assault
- Chemical Irritant poisoning
- Constitutional violations 1<sup>st</sup>, 4<sup>th</sup>, 5<sup>th</sup>, 6<sup>th</sup>
- Unlawful arrest
- Whistleblowing retaliation
- Intimidation of a witness
- Command EEO/HR/Union/FOIA corrupt
- Voluntary settlement attempts- 29CFR1614.603 violation
- EEOC Investigation participation retaliation/reprisal
- Unfair Labor Practices
- Illegal Quality Step Increase awards
- Time card fraud
- Conflict of Interest violation
- Abuse of Authority
- Gross mismanagement
- Waste, Fraud and Abuse
- Lying during an official investigation
- Weingarten rights violation
- HR obstruction during a fact finding investigation
- FOIA request obstruction/stonewalling
- Making false statements-Title18 USC 1001
- No Fear Act violations

Thank you for your consideration on these matters. I believe it is very important the culture here change but that would involve an enormous "top down" house cleaning and this is unlikely to occur. Each Federal Employee has their own request for relief in order to get resolution. For the meantime we would like to have these issues investigated in order to proceed with further action. Possible political pressure may cause a cease and desist of these actions as a temporary solution to improve working conditions until a permanent relief can be determined for each individual.

Sincerely Signed,

(b)(6)(b)(7)(c)



DEPARTMENT OF THE NAVY  
OFFICE OF CIVILIAN HUMAN RESOURCES  
614 SICARD STREET SE SUITE 100  
WASHINGTON NAVY YARD, D.C. 20374-5072

MAR 12 2015

The Honorable Patty Murray  
United States Senator  
2988 Jackson Federal Building  
915 Second Avenue  
Seattle, WA 98174

Dear Senator Murray:

Thank you for your inquiry of February 5, 2015, to the Department of the Navy (DON), Office of Legislative Affairs on behalf of your constituent, Mr. George F. Karl III and his co-workers. Mr. Karl is an Engineering Technician, GS-0802-11, employed by the Naval Facilities Engineering Command Northwest (NAVFAC NW) with a duty station at the Naval Base in Kitsap, Washington. Mr. Karl and his co-workers request assistance regarding various workplace issues they feel are contributing to a hostile workplace.

The stated allegations are all serious in nature and need to be brought forward with more detail to enable full investigation. All NAVFAC NW employees have access to a variety of administrative processes established to address the types of concerns raised in their letter.

Employees that believe they are being subjected to harassment, a hostile work environment, or discrimination based on a protected category may file a complaint with the NAVFAC NW deputy equal employment opportunity officer. Allegations of waste, fraud, and abuse may be addressed with the command's inspector general.

The employees who signed the letter are all covered by the International Association of Machinists and Aerospace Workers (IAM&AW) District 160, Local Lodge 282. The NAVFAC NW and the IAM&AW have an active Collective Bargaining Agreement that provides a grievance procedure for employees to raise any matter related to his or her employment. To pursue a grievance through the negotiated grievance procedure, employees may contact the union chairman at their convenience.

Beyond these administrative processes, the NAVFAC NW commanding officer continually encourages employees to raise issues up through their chain of command until resolution is reached.

I hope this information is helpful in responding to Mr. Karl and his co-workers. Further correspondence on this case should be addressed to me, ATTN: Code 015/pf/713.

Sincerely,

(b)(6)(b)(7)(c)

(b)(6)(b)(7)(c)

(b)(6)(b)(7)(c)

Acting Director, Assessment and  
Workforce Inquiries Division